Maclean, J. A. [Minister of Education, British Columbia] Jan. 2, 1919

Extracted from X211

January 2nd, 1919

Honourable J. D. MacLean,

Minister of Education,

Victoria, B.C.

Dear Sir:

The dismissal of professors from an institution is a matter always involving great difficulty. According to the statutes of the University of Toronto the President has the right to recommend the Board to dismiss any member of the staff, and in that case he would have to take the responsibility for doing so. Professors are not engaged under contract, but it is usually supposed that it is a life appointment unless the President has some adequate reason for which he must take the responsibility to recommend that the appointment terminate.

In the University of Toronto there are three grades of professorships: the full professor, which is as I said practically for life; the associate-professor, usually beginning at the salary of $2500 and running to $3200. There is no assumption that the associate-professor will be promoted to a full professorship, but the appointment is practically permanent. The assistant-professorship has been usually regarded as an appointment for five years, and is more or less probationary. The salary runs from $2100 to $2500. It contains no promise of promotion to the higher position, and for any cause that is sufficient the President might ask an assistant-

Extr. from XLII 124

professor to withdraw at the conclusion of his period.

If as in the case you state an assistant-professor is appointed for three years, I should suppose that when the three years have come to an end he would have no claim for re-appointment.

None of our professors are on contract, as I have said. As to notice of dismissal I should say that it should be certainly given in time for a man to make application for some other position. For example, an assistant-professor ought to have at least six months notice, if not a year, because appointments in Universities are usually made about this time.

I am,

Yours sincerely,

President.